United States Department of Agriculture
Research, Education, and Economics
Agricultural Research Service

FAR-B
P.O. Box 1061
Beltsville, Maryland 20704-1061

Dear FAR-B Board members,

The Beltsville Area Diversity Task Force (BADTF) is requesting financial support for the implementation of our Special Emphasis Programs and other initiatives during the 2013 season. These events will be held throughout the coming year at the Henry A. Wallace Beltsville Agricultural Research Center in Beltsville, Maryland. These programs will be sponsored fully or with the support of the:

Beltsville Area Diversity Task Force
Verneta Gaskins, Task Force Chairperson
USDA-ARS, Food Quality Laboratory
10300 Baltimore Avenue, Building 002, Rm. 219
Beltsville, Maryland 20705
(301)504-6510
Verneta.Gaskins@ars.usda.gov

The primary purpose of the Task Force's programming is to further the Beltsville Area's research mission and provide career opportunities to a diverse community of future scientists. We seek to achieve this goal by recruiting, retaining and enriching a diverse pool of scientific talent for the Area. The events outlined by the group will open the BA staff to interactions with each other as well as prospective collaborators in the community. The potential benefit of these efforts is boundless.

All BADTF events will be submitted for review by the Beltsville Area Administrative Offices. Our efforts have been fully supported in the past and we expect even greater levels of support in the future. Our audiences have progressively grown. We anticipate consistent participation in this season as well. Regularly, we have groups of 75 or more attendees at Special Emphasis events. This number is far exceeded with the seasonal visitors to the Student Discovery Garden. This season alone we had close to 1000 visitors. We strongly anticipate double the visitation in this coming season. Given this history, we anticipate that we will need financial assistance in the amount of $2725 to supplement costs of events, outreach materials, refreshments and literature printing. An outline of the budget is included with this letter.

The BADTF would like to sincerely thank the group for all of their past support, encouragement and participation. We openly invite FAR-B members to attend upcoming events to lend their expertise and experience in ARS to the success of this event. We truly hope your organization considers our proposal and supports these exciting endeavors.

Sincerely,

Verneta Gaskins
Beltsville Area Diversity Task Force, Chairperson

Projected Expenses for Upcoming Beltsville Area Diversity Task Force Events and Programs

Focus of event	Date of event	Potential expenses	Potential cost of materials
Expenses affiliated with Student Discovery Garden			
International Food Festival and Fitness Walk with Student Discovery Garden Season Opener	May 2012	✓ Refreshments and educational materials for attendees ✓Brochures and banners for the event ✓ Outreach materials for students in attendance	$750.00
Plot establishment and maintenance	February – November 2012	✓Signage ✓Brochures ✓Pots, potting mix etc for demonstrations: ✓Equipment: hoses, rakes, hoes, etc. ✓Seed and Plant for Exhibits:	$1100.00
Expenses affiliated with Special Emphasis Programming			
African American History Month	February 2012	Refreshments and educational materials for attendees	$125.00
Women's History Month	March 2012	Refreshments and educational materials for attendees	$125.00
Asian Pacific Heritage Month	April 2012	Refreshments and educational materials for attendees	$125.00
National Gay and Lesbian Pride Month	June 2012	Refreshments and educational materials for attendees	$125.00
National Hispanic Heritage Month	September 2012	Refreshments and educational materials for attendees	$125.00
National Disability Employment Awareness Month	October 2012	Refreshments and educational materials for attendees	$125.00
American Indian Heritage Month	November 2012	Refreshments and educational materials for attendees	$125.00
		TOTAL	$2725.00

Follow up on Diversity Task Force

From: "Gaskins, Verneta" <Verneta.Gaskins@ARS.USDA.GOV>
To: A Stoner
Subject: Follow up on Diversity Task Force
Date: Nov 4, 2016 9:16 AM
Attachments: image011.jpg image012.jpg image013.jpg image014.jpg image015.jpg

Hello Dr. Stoner,
I hope all is well. I think I may have the wrong number for you. I called last week to follow up with our recent discussion but I don't think it was relayed. I couldn't hear your message very well yesterday either so I thought it may be more reliable to write.

I am happy to share that we have had some very positive feedback regarding the status of the Task Force. After the FAR-B board meeting, Drs. Swietlik, Sebesta and Onwulata called a meeting to express their regret in seeing the disbandment. It was also conveyed that they would like the group to reconsider because of the value it contributed to the Area. We were ensured that the Area fully supported the efforts and that they met with the Center Directors to share this while garnering their support. Dr. Sebesta has been assigned to be our direct liaison and link between the Area and Center Directors. A core group from the Leadership Advisory subcommittee (the group that spearheads the HSI Student Summer program) had an opportunity to brainstorm with him regarding strategies and suggestions for making this year cohort possible as well as efficient. We will continue the dialogue.

These events have given the membership of the Task Force much to consider. We are in the midst of planning a general body meeting for the coming months. Several of the subcommittees have been engaging in discussions. Our primary charge is determining if and what the group can feasibly maintain. We are looking to our successes to see what could be accentuated while figuring out what could be delegated to other proponent of the Area's mission. There is much dialogue needed but we will be sure to keep you all informed of the outcome. We will also look to you all for much needed advice and support in bring this all together.

Again, we truly appreciate the support that you have given over the years. It has been invaluable. I will be able to make the Board meeting the 8th ,however, I must leave by 11:15 AM for an appointment in Charles County. Please feel free to pass this information on. I will be happy to clarify anything as needed.

Many Thanks,
Verneta Gaskins
Diversity Task Force

Verneta L. Gaskins
Plant Pathologist
USDA-ARS, Northeast Area
Beltsville Agricultural Research Center
Food Quality Laboratory
10300 Baltimore Avenue, Bldg. 002, Rm. 219

Follow up on Diversity Task Force

From: "Gaskins, Vernetta" <vernetta.gaskins@ABC.USCUA.EDU>
To: A Storer
Subject: Follow up on Diversity Task Force
Date: Nov 4, 2016 8:16 AM
Attachments: image011.jpg image012.jpg image013.jpg image014.jpg

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Hello Dr. Storer,

I hope all is well. I think I may have the wrong number for you. I called last week to follow up with our recent discussion but I don't think it was received. I couldn't reach you on your cell yesterday either so I thought it may be more reliable to write.

I am happy to share that we have had some very positive feedback regarding the results of the Task Force. After the FAB Board meeting, the Diversity Fellows and Directors called a meeting to express their regret in missing the Dalton Event. It was acknowledged that they would like the group to reconvene because of the value it contributed to the work. We were unsure that the group fully supported the effort and met with the Center Directors to share this while gaining their support for Serena's position assigned to be our direct liaison and for Selena in the Arts and Center Diversity. A core group from the Leadership Advisory subcommittee (the group that appears like the 8th student volunteer program) had an opportunity to brainstorm with him regarding strategy and suggestions for making this year cohort possible as well as efficient. We will continue the dialogue.

These events have given the momentum of the Task Force much to consider. We are in the midst of planning a general body meeting for the coming month as several of the subcommittees have been engaging in discussion. Our primary charge is determining if and when the group can feasibly continue. We are looking to our successes to see what could be accomplished while figuring out what could be delegated to other groups and of the Area's mission. There is much dialogue needed but we will be sure to keep you all informed of developments. We will also look to you all for much needed advice and support in doing this all together.

Again, we truly appreciate the support that you have given over the years. It has been invaluable. I will be able to make the Board meeting the 8th, however I must leave by 11:15 AM for an appointment in Chesnee County. Please feel free to pass this information on. I will be happy to clarify anything as needed.

Many Thanks,

Vernetta Gaskins

Diversity Task Force

Vernetta L. Gaskins
Plant Pathologist
USCUA Northeast Area
Clemson Coastal Research and Education Center
Plant Quality Laboratory
18 Old Plantation Avenue, Bldg. 002, Rm. 115

RE: Funds request for support of Student Summer Learning Experience at Beltsville

From: "Gaskins, Verneta" <Verneta.Gaskins@ARS.USDA.GOV>
To: Richard Parry
Cc: A Stoner <stonerfam@earthlink.net>
Subject: RE: Funds request for support of Student Summer Learning Experience at Beltsville
Date: Feb 12, 2017 3:21 PM
Attachments: image001.jpg image002.jpg image003.jpg image004.jpg image005.jpg

Hello Dr. Parry,
I hope all is well. I realized that if you hadn't received the email regarding the invite and funds request for the Black History Month Celebration that you probably hadn't seen the information I sent about the development of the Student Summer Learning Experience for this year either. Just wanted to touch base with you regarding the budget request for 2017 on behalf of our group coordination the Student Summer Learning Experience in Beltsville.

We would like to thank you once again for your support in mentoring students in the past under the Summer Learning Experience Program coordinated in Beltsville. Your support has brought more than 100 fully funded students to share in the agricultural research done here over the years. As we discussed at the last Board meeting, although discussions are ongoing for the future development of the Task Force, this program has a tremendous impact and will continue. We have had an opportunity to speak directly with Dr. Sebesta and most recently Dr. Zhang regarding its development. We have had tremendous support and have developed a strategy for implementation for the coming months. Again, we greatly value your support. We anticipate that a financial contribution from FAR-B could once again help make this program a success. I have outlined below a summary of anticipated expenses:

Activities for Summer Learning Experience Participants	Anticipated Date	Anticipated Expense
Awards to Area program support personnel for extra effort in coordinating entry paperwork for students. Given conversations with administration, we will identify 2 volunteer PSAs to coordinate paperwork for the on boarding process for all 40 students. This award with be used as a "thanks" for their extra time and talents for this extraordinary duty.	May 2017	$500 per volunteer PSA (limited to 2 individuals)
Orientation and training efforts for participants	June 2017	$550.00
Midterm learning/lecture sessions for participants	July 2017	$150.00

The total sum of the request is $1750.00 . If any additional paperwork or letters for this type of request are needed please let me know.

A flyer and email notification for the orientation session should be available soon. I will forward it to you to share with the FAR-B community. I am sure they would enjoy it and are more than welcome to participate.

In the meantime, I will leave this for your group's consideration. See you all Tuesday.

Thanks again,
Verneta Gaskins

Verneta L. Gaskins
Plant Pathologist
USDA-ARS, Northeast Area
Beltsville Agricultural Research Center
Food Quality Laboratory
10300 Baltimore Avenue, Bldg. 002, Rm. 219
Beltsville, Maryland 20705
☎ 301-504-6510
301-504-5107
Email: verneta.gaskins@ars.usda.gov

Get more information: www.ars.usda.gov

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UPCOMING PROGRAMS SPONSORED BY THE

Beltsville Area Diversity Task Force

AFRICAN AMERICAN HISTORY MONTH CELEBRATION Wednesday, February 15, 2012 12:00PM-1:00PM	This "Lunch and Learn" celebration will honor the of role of African American farmers and their culture on the history of the DC metropolitan area. Interactive exhibits will be displayed and literature provided for your very own exploration into your heritage.
WOMEN'S HISTORY MONTH CELEBRATION Wednesday, March 21, 2012 11:30-1:00PM	*"Women's Empowerment-Women's Education"* A rich panel discussion by women in various careers will be complimented by a historical presentation and educational displays to celebrate the impact of education on the women throughout history.
ASIAN PACIFIC ISLANDER MONTH CELEBRATION Wednesday, May 16, 2012 11:30-1:00PM	This energetic yet educational program will share an array of cultural aspects of the Asian Pacific Islander community.
STUDENT DISCOVERY GARDEN SEASON OPENER AND FITNESS WALK Thursday, May 24, 2012 11:30-1:30PM BA Student Discovery Garden located BARC-West, between Bldgs. 006 and 007	All are welcome to the season opener of BARC's own "People's Garden". Look forward to hands on experience with the exhibits. News will be shared on how this corner of the Beltsville Area helped donate more than 1000 lbs of fresh produce to the community. We all can make steps towards improving our health with a fitness walk and health screenings during the event.

All programs are held at the following location unless otherwise stated:

The Henry A. Wallace Beltsville Agricultural Research Center
10300 Baltimore Avenue, BARC-West
Building 003, Room 020
Beltsville, Maryland 20705

Accommodations for special needs available upon request. Please contact BARC.Diversity@ars.usda.gov for assistance.

USDA ars

Greetings Board Members,
I am sorry that I will not be able to join the board today to share the activities of the Task Force. However, I did want to keep the group abreast of some of the upcoming programs that we have in place.

- Tomorrow, ***February 15th*** we will celebrate African American Heritage with an informative "Lunch and Learn" at noon. We will have an enriching display from the Smithsonian Anacostia Museum entitled "Jubilee" about Black celebrations across the country. Additionally, we will have a brief talk by our very own John Peter Thompson. It promises to be an exciting event. All are welcome to attend.

- In March we will celebrate Women's History Month. Additional details of the time and location are attached. We are cordially inviting FAR-B to join in this event as we encourage all of BA to empower themselves through continued education and community outreach. We will have space available for table displays and discussions. We would be more than happy if FAR-B could share how they work with the Beltsville Area. This would be an excellent occasion to offer membership opportunities to the audience as well.

We thank you for your time and consideration of our programs. We have submitted a budget request through Dr. Spence and await your decision on that matter.

If there are any questions or suggestion about our programs please feel free to contact me at verneta.gaskins@ars.usda.gov.

Best Regards,

The Leadership Advisory Subcommittee from the NEA Diversity Taskforce at Beltsville and the NEA ODEO Program Manager in cooperation with Dr. Lawrence (National Program Leader of the Hispanic-Serving Institutions Education) organized and provided Hispanic students with a two month learning experience that will prepare them for future USDA careers. This year mentors were identified for 38 undergraduate, graduate, and Ph.D. students from several Hispanic Serving Institutions, which included universities located in Puerto Rico, Florida, California, New Mexico, and Texas. Each intern was matched to their area of interest in research areas such as climate change, food safety, nutrition, entomology, sustainable agriculture, and animal science. Students were placed in laboratories in the three centers included in Beltsville (Beltsville Agricultural Research Center and the Beltsville Human Nutrition Research Center). The two month learning experience is intended to contributed to the students' knowledge, preparation and expertise leading to their future agricultural related careers. This program includes an overview of our research programs, hands-on learning experiences, and group activities to enhance the interns' knowledge of research as it relates to ARS programs and future careers in agricultural research. This is a phenomenal learning experience for both students and mentors which contributed to the Area's goal of increasing Hispanic participation in the Beltsville Area workforce.

Additionally, below there is a little bit of history of the efforts that the Leadership Advisory Subcommittee has done to be able to have this summer 38 HSI summer students at Beltsville Area. We have hosted the National Institute of Food and Agriculture (NIFA) Hispanic-Serving Institutions (HSI) New Project Directors Training on January 9-10, 2014 and December 8, 2015 with the purpose of encouraging collaborations between faculty and students from HSI and Beltsville scientists. At the meetings the research conducted at Beltsville was highlighted by means of oral presentations that included speakers from the 3 centers included in Beltsville (Beltsville Agricultural Research Center and the Beltsville Human Nutrition Research Center, and the U.S. National Arboretum). In addition, faculty and students were given the opportunity to visit laboratories and facilities based on their research interest (multiple tours were offered). As a result of these meetings, we have hosted 107 HSI Project Director's students in labs in Beltsville on the summers of 2014, 2015, and 2016.

2016 Hispanic Serving Institutions participaing in the Learning Experience in Beltsville

Institution	Location	No. of students
Texas State U	San Marcos	2
Texas State U	Kingsville	4
U Puerto Rico	Mayaguez	8
U Puerto Rico	Aguadilla	1
U Puerto Rico	San German	1
University of California	Riverside	4
Florida International University	Miami	1
Texas Luthern	Seguin	1
University of Texas	Rio Grande	4
University of Texas	San Antonio	5
University of Texas	El Paso	5
New Mexico State U	Las Cruces	2
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2016 Laboratories participaing in the HSI Learning Experience in Beltsville

Laboratory	Center	No. of students
ABBL	BARC	4
APDL	BARC	2
EMFSL	BARC	8
GIFVL	BARC	4
NGRL	BARC	1
BRL	BARC	2
FQL	BARC	1
SASL	BARC	11
IIBBL	BARC	2
FCMDL	BHNRC	1
NDL	BHNRC	2
		38

2015 Hispanic Serving Institutions participaing in the Learning Experience in Beltsville

Institution	Location	No. of students
Texas State U	San Marcos	3
Texas State U	Kingsville	9
U Puerto Rico	Mayaguez	13
U Puerto Rico	San German	8
U Puerto Rico	Bayamon	1
U Puerto Rico	Rio Piedras	3
Florida International University	Miami	1
		38

2015 Laboratories participaing in the HSI Learning Experience in Beltsville

Laboratory	Center	No. of students
ABBL	BARC	3
AGIL	BARC	2
APDL	BARC	4
BRL	BARC	2
CSGCL	BARC	1
EMFSL	BARC	8
GIFVL	BARC	4
HRSL	BARC	2
NL	BARC	1
SASL	BARC	5
SMML	BARC	1
CMDL	BHNRC	1
DGIL	BHNRC	3
FNPRU	USNA	1
		38

2014 Hispanic Serving Institutions participaing in the Learning Experience in Beltsville

Institution	Location	No. of students
Texas State U	San Marcos	4
Texas State U	Kingsville	4
Florida International University	Miami	3
U Puerto Rico	Mayaguez	7
U Puerto Rico	Rio Piedras	5
U Puerto Rico	San German	8
		31

2014 Laboratories participaing in the HSI Learning Experience in Beltsville

Laboratory	Center	No. of students
ABBL	BARC	4
SPCL	BARC	1
APDL	BARC	2
BRL	BARC	1
CSGCL	BARC	3
EMFSL	BARC	5
EMBUL	BARC	2
HRSL	BARC	1
IBBL	BARC	2
SASL	BARC	3
NL	BARC	1
SGIL	BARC	1
Veterinary Medical Service	BARC	1
DGIL	BHNRC	1
FCML	BHNRC	1
FNPRU	USNA	2
		31

Brief write up on HSI program

From: "Gaskins, Verneta" <Verneta.Gaskins@ARS.USDA.GOV>
To: Richard Parry
Cc: A Stoner <stonerfam@earthlink.net>
Subject: Brief write up on HSI program
Date: Jun 10, 2016 11:42 AM
Attachments: image011.jpg image012.jpg image013.jpg image014.jpg image015.jpg

Hello Dr. Parry,
Here is a bit of information about the program. I hope this is sufficient-

The Leadership Advisory Subcommittee from the NEA Diversity Taskforce at Beltsville and the NEA ODEO Program Manager in cooperation with Dr. Lawrence (National Program Leader of the Hispanic-Serving Institutions Education) organized and provided Hispanic students with a two month learning experience that will prepare them for future USDA careers. This year mentors were identified for 38 undergraduate, graduate, and Ph.D. students from several Hispanic Serving Institutions, which included universities located in Puerto Rico, Florida, California, New Mexico, and Texas. Each intern was matched to their area of interest in research areas such as climate change, food safety, nutrition, entomology, sustainable agriculture, and animal science. Students were placed in laboratories in the three centers included in Beltsville (Beltsville Agricultural Research Center and the Beltsville Human Nutrition Research Center). The two month learning experience is intended to contributed to the students' knowledge, preparation and expertise leading to their future agricultural related careers. This program includes an overview of our research programs, hands-on learning experiences, and group activities to enhance the interns' knowledge of research as it relates to ARS programs and future careers in agricultural research. This is a phenomenal learning experience for both students and mentors which contributed to the Area's goal of increasing Hispanic participation in the Beltsville Area workforce.

Additionally, below there is a little bit of history of the efforts that the Leadership Advisory Subcommittee has done to be able to have this summer 38 HSI summer students at Beltsville Area. We have hosted the National Institute of Food and Agriculture (NIFA) Hispanic-Serving Institutions (HSI) New Project Directors Training on January 9-10, 2014 and December 8, 2015 with the purpose of encouraging collaborations between faculty and students from HSI and Beltsville scientists. At the meetings the research conducted at Beltsville was highlighted by means of oral presentations that included speakers from the 3 centers included in Beltsville (Beltsville Agricultural Research Center and the Beltsville Human Nutrition Research Center, and the U.S. National Arboretum). In addition, faculty and students were given the opportunity to visit laboratories and facilities based on their research interest (multiple tours were offered). As a result of these meetings, we have hosted 107 HSI Project Director's students in labs in Beltsville on the summers of 2014, 2015, and 2016.

If you need additional information, please do not hesitate to contact me.

Thanks,
Verneta Gaskins
Diversity Task Force

Brief write up on HSI program

From: "Sabrina Jones" <Sabrina.Jones@ARS.USDA.GOV>
To: Barbara Perry
Cc: A Shirley <ashirley@ncat.org>
Subject: Brief write up on HSI program
Date: Jan 10, 2019 11:52 AM
Attachments: image001.jpg image002.jpg image003.jpg image004.jpg image005.jpg

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Hello Dr. Perry,

Here is a bit of information about the program. I hope this is sufficient.

The Leadership Advisory Cohort arose from the NEA Diversity Taskforce at Belleville and the NEA DDCC Program. Also, I'm co-principal investigator with Dr. Lawrence Hamilton (Geography, Leader of the Historic Setting Institutions Enhancement Program). Historic students with a non-English native language experience that will prepare them for future USDA careers. This year's work is limited to the 25 participants

graduate, and their students from several Historic Serving Institutions, which included universities located in Phoenix, Illinois, California, New Mexico, and Texas. Each cohort was matched to their area of interest in research areas such as climate change, land tenure, urban ecology, urban agriculture, and animal science. Students were paired in labor teams in the three regions (Belleville, Belleville Agricultural Research Center, and the Belleville Human Nutrition Research Center). The two-month learning experience is intended to contribute to the students' knowledge, preparation, and experience leading to their future agricultural careers. This program includes an overview of our research and development learning experience, and group activities to enhance the learners' knowledge of research at Belleville. Each cohort's and future cohorts' agricultural research. The Ag's goal of increasing diversity in both students and mentors which contributes to the Ag's goal of increasing diversity in the Belleville Area workforce.

Additionally, below there is a little bit of history of the effort that the Leadership Advisory Subcommittee has done to be able to have the summer 2019 cohort of students at Belleville area. We have worked the National Institute of Food and Agriculture (NIFA) Historic Serving Institutions (HSI) Area Program Team during January 9-10, 2019 and December 5, 2018 with the purpose of encouraging collaboration between faculty and students from the area Historic Serving Institutions. The meeting was held at Belleville, and included by a series of presentations that included speakers from the Tuskegee area located in Belleville, Illinois Agricultural Research Center, and the U.S. National Arboretum. In addition, faculty and students were given the opportunity to visit laboratories and facilities on their research interests. Institutions that were represented at the meeting were Alcorn State University, Tuskegee University, and Prairie View A&M University. Also, a total of 30 students have hosted SIP (Student Directed Projects) students in labs in Beltsville on the summers of 2014, 2015, and 2016.

If you need additional information, please do not hesitate to contact me.

Thanks,

Sabrina Jones

Diversity Task Force

Projected Expenses for Upcoming Northeast Area Diversity Task Force at Beltsville Events and Programs, 2016

Focus of event	Date of event	Potential expenses	Potential cost of materials
Expenses affiliated with Student Discovery Garden Ventures			
International Food Festival and Fitness Walk with Student Discovery Garden Season Opener	May 2016	✓ Refreshments and educational materials for attendees ✓Brochures and banners for the event ✓ Outreach materials for students in attendance	$150.00
Plot establishment and maintenance	February –November 2016	✓Signage ✓Brochures ✓Pots, potting mix etc for demonstrations: ✓Equipment: hoses, rakes, hoes, etc. ✓Seed and Plant for Exhibits	$750.00
Demonstration garden sample	February –November 2016	Varied selections	$250.00
Heater and supplemental materials for maintenance of hydroponic units.	Throughout 2016		$350.00
Expenses affiliated with Leadership Advisory Subcommittee			
Hispanic Serving Institution Summer Student Programming	May 2016 and August 2016	Events including orientation, session programs and closing Refreshments and educational materials for attendees	$750.00
Expenses affiliated with Special Emphasis Programming			
African American	February 2016	Refreshments and	$125.00

History Month		educational materials for attendees	
Women's History Month	March 2016	Refreshments and educational materials for attendees	$125.00
Asian Pacific Heritage Month	April 2016	Refreshments and educational materials for attendees	$125.00
National Gay and Lesbian Pride Month	June 2016	Refreshments and educational materials for attendees	$125.00
National Hispanic Heritage Month	September 2016	Refreshments and educational materials for attendees	$125.00
National Disability Employment Awareness Month	October 2016	Refreshments and educational materials for attendees	$125.00
American Indian Heritage Month	November 2016	Refreshments and educational materials for attendees	$125.00
		TOTAL	$3150.00